

Public Service Motivation in Taiwan after “Stigma”

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Abstract

Public service motivation has recently become a significant research field of public administration and personnel management. However, the study on the relationship between public service motivation and job involvement is relatively rare. This paper will use the data from “Taiwan Civil Service Survey 2011” to study the interconnection between the public service motive and job involvement. The research will approach all civil servants in Taiwan through SEM analysis method. It is found that the value of PSM in Taiwan is lower than that of the different regions in the world (Europe, North America, South America and Asia), and even lower than the average level of regions from East Europe, which are far below the average level of Asian regions. The findings indicate that the public service motivation in Taiwan is not optimistic as a whole. It is related to fact that politics has intervened civil servant system. The PSM model of the civil servants in Taiwan are only in line with the three dimensions of Perry’s four dimensions, the attraction to public policy and self-sacrifice have a significantly positive impact on job involvement, while the commitment to public interest and compassion have no effect on job involvement.

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